

EEO PUBLIC FILE REPORT
CCR- Wenatchee IV,LLC and CCR-Westcoast IV,LLC
 KYSN KWWW-FM KQBG KYSP KKWN KWNC KPQ KPQ-FM
 10/1/20 - 9/30/21

Section 1. Vacancy List

Job Title	All Recruitment Sources Used to Fill Vacancy	Number of Interviewees Referred by Each Recruitment Source	Recruitment Source that Referred the hiree
<i>News Director (KPQ AM)</i>	4, 7	4 - 0 Interviewees 7 - 2 Interviewee	7
<i>Business Manager</i>	1, 3, 4, 16	1 - 1 Interviewees 3 - 0 Interviewees 4 - 0 Interviewees 16 - 0 Interviewees	13
<i>Operations Manager</i>	7, 17	7 - 3 Interviewees 17 - 1 Interviewee	14

Section 2. Recruitment Source List

Recruitment Source Number	Recruitment Source Information	Recruitment Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by Recruitment Source over 12-month period
1	CCR Public Service Announcements 231 N. Wenatchee Ave. Wenatchee, WA 98801	No	1
2	Skill Source PO Box 2360 Wenatchee, WA 98807	No	0
3	Wenatchee World Newspaper PO Box 1511 Wenatchee, WA 98807	No	0
4	Cherry Creek Radio webpage www.cherrycreekradio.com	No	0
5	Wenatchee Valley College 1300 5 th Street Wenatchee, WA 98801	No	0
6	Blindbox	No	0
7	All Access www.allaccess.com	No	5
8	Radio Online www.radioonline.com	No	0
9	Radio Business Report www.rbr.com	No	0
10	NTS Media Online www.ntsmediaonline.com	No	0
11	LinkedIn www.linkedin.com	No	0
12	Facebook www.facebook.com	No	0
13	Referral – Local	No	3
14	Referral – Company Internal	No	3
15	Radio Peeps www.radiopeeps.com	No	0
16	Indeed www.indeed.com	No	0
17	Country Aircheck	No	1
18	WA State Broadcasters Assoc	No	0

19	Media Staffing	No	0
20	Twitter	No	0
21	RAB.com	No	0

Total Number of Interviews over 12-month period: 13

Section 3. Recruitment Initiatives

Type of Recruitment Initiative	Brief Description of Activity
Participation in job fair	Set up all department information at the Wenatchee Valley Chamber of Commerce and the Wenatchee Downtown Association Community Job Fair on June 23, 2021, with brochures and flyers to promote radio opportunities. Radio personnel standing by to answer questions from the public in attendance.
Other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates	We run campaigns on each of our stations and CCR website to invite anyone who is interested in a career in broadcasting to contact us for information about careers and job openings.
Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	<p>Career Enhancement Training: We offer employees the opportunity to learn valuable skills used within CCM by other departments to help those interested in progressing their future in the company.</p> <p>Weekly Program Director Grad Session: Designed by Group Program Director to train new Program Directors on the process of programming radio stations.</p> <p>We offer online certification classes as they become available to all staff to promote further and deeper understanding and knowledge for their career.</p> <p>We provide current employees the opportunity to apply for a scholarship to attend classes to become certified in their position, or further their career in other departments.</p>
Training to management-level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	All staff and management-level personnel attended this webinar presentation on CCR culture and discrimination prevention presented by our labor attorney on August 26, 2021.